

ENGAGING NURSES IN CREATIVE EDUCATION IN CLINICAL AREAS NOT TYPICAL FOR A WOMEN'S SURGICAL UNIT

Melissa Woodbury, MSN, RN, CMSRN

Mission Hospital | Asheville, NC

SITUATION

Staff perceived an increase in the number of patients bedded with medical diagnoses outside of their normal gynecologic surgical patient population. The DRG report validated this assumption. The increased number of medical diagnosis created a need for focused education on medical diagnoses outside of staff's normal patient population.

BACKGROUND

- During daily multidisciplinary rounding (MDR), staff perceived the number of off-service medical patients bedded on the unit had increased.
- Staff began to feel uncomfortable delivering different aspects of care for these patients and requested education for the medical diagnoses seen on the unit that were outside the normal patient population.
- In an effort to determine if the perception was real and what education was needed, a quarterly report of discharge DRGs was compiled.
- Staff members were asked to complete the medical-surgical prophecy exam to determine knowledge gap and compare to the DRG report.

BASELINE ASSESSMENT

- Top discharge DRGs (outside of normal patient population) for both first and second quarters included digestive, renal and respiratory.

Prophecy exam results (n=21)	Medical-Surgical	Pharmacology
Pass Rate (%)	57.1	71.4
Overview: Top Areas for Remediation (%)	Renal (46.4) Gastrointestinal (57.1) Endocrine (66.8) Pulmonary (67.5)	Expected outcomes (57.8) Patient Teaching (52.4) TPN (69.0)

METHODS

- In an effort to include all staff in this educational initiative, staff participated in a competition to develop the most creative and innovative way to educate co-workers.
- The award for the most creative and effective approach included one week off (PTO to be used) at Christmas.
- Staff was given a list of topics to present and it was up to them to research their chosen topic and create the presentation.
- A new topic was presented each week. The topics were based on the gap assessment provided by prophecy.
- The director of the women's service line was the judge so to limit bias. It was a blinded review.



RESULTS

Did we make a difference?

Exam Overview

	2014		2015	
	Medical-Surgical	Pharmacology	Medical-Surgical	Pharmacology
Average Score (%)	74.1	76.9	78.1	80.9
Number of Failed Exams	9	6	2	3
Pass Rate	57.1%	71.4%	85.7%	78.6%

Exam Compliance

	2014	2015
Number of completed tests	21	14
Number of RNs eligible to test	22	24
Percent Test Compliance	95.1%	58.3%

Only staff who had participated in the original testing was retested. Some staff turnover occurred since time of original testing.

Top Focus Areas

Topic	2014 (%)	2015 (%)
Renal	46.4	72.5
Gastrointestinal	57.1	71.6
Endocrine	66.8	71.1
Pulmonary	67.5	75.7
Patient Teaching	52.4	90.6
Expected Outcomes	57.8	84.6

CONCLUSIONS

Nurses have the opportunity to increase their competencies and engagement by expanding their areas of focus outside of their usual practice with increased patient populations that have multiple and varied diagnoses.